

Gender Pay Gap Reporting 2018 – Max Spielmann Limited

Max Spielmann Limited employs some 1058 colleagues and is part of Timpson Group. We are committed to being a fair and inclusive employer, enabling all colleagues, regardless of gender, race, background, or any other characteristic, to reach their potential with us.

Since Timpson’s acquisition of Max Spielmann in December 2008, Max has been known as a place where people come first and the developing of colleagues’ careers means that there is every opportunity to promote from branch into the management team. We are proud of the opportunities we have been able to create for so many people, including the special opportunities provided by the Timpson Foundation for female and male ex-offenders.

Our report on our gender pay and bonus pay gap follows the methodology set out by the Government, comparing the hourly rates of pay between our male and female colleagues, as at 5th April 2018.

Gender pay gap analysis is different from equal pay. Equal pay is concerned with men and women receiving equal pay for the same or similar or work of equal value. The gender pay gap is concerned with showing the difference in the average hourly earnings of men and women regardless of their roles across the business.

Gender Pay and Bonus gap - The table below shows Max Spielmann’s mean and median hourly gender pay gap as at 5th April 2018 and the bonus gap for the 12 months to 5th April 2018.

Max Spielmann Gender Pay & Bonus Gap	<u>2018</u>		<u>2017</u>	
	<u>MEAN</u>	<u>MEDIAN</u>	<u>MEAN</u>	<u>MEDIAN</u>
Difference between men and women				
Gender Pay Gap	0.5%	3.4%	0.2%	5%
Gender Bonus Gap	0.3%	6.4%	0.2%	0%

The bonus and pay gap figures above show the difference between the average hourly and bonus pay levels for women at Max Spielmann compared to men and the calculations include all elements of pay as defined in the regulations. The % pay gap shows the extent to which women earn on average less per hour than their male counterparts. The UK national mean gender pay gap is 17.4% and the median national gender pay gap is 18.4%.

Everyone in Max Spielmann is eligible to participate in our bonus scheme. Our lack of a bonus gap is influenced by our gender mix of branch and field management roles, where men make up just 28% of the Max workforce.

Proportion of colleagues receiving a bonus – the table below shows the proportion of men and women who received a bonus. It also shows the availability of a bonus for those at work.

Proportion of male and female colleagues receiving bonus pay

	<u>2018</u>	<u>2017</u>
Female	89%	93.5%
Male	89%	91.8%

Pay quartiles – this table shows the proportion of males and females across Max in four equally sized groups, each quartile containing 264 colleagues, sorted by level of pay. There was no change in the proportions of males and females in each quartile from our 2017 report.

Lower Quartile 2018	Lower- middle Quartile 2018	Upper- middle Quartile 2018	Upper Quartile 2018
62.7% Female	77.1% Female	78.8% Female	75.3% Female
37.2% Male	22.9% Male	21.2% Male	24.7% Male

This shows we employ many more females than males, including the top pay quartile of our business.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Paresh Majithia
Finance Director